

## THE COMPANIES ACTS 1948 TO 1981

## Declaration of compliance with the requirements on application for registration of a company

Pursuant to section 3(5) of the Companies Act 1980

41a

Please do not write in this binding margin



Please complete legibly, preferably in black type, or bold block lettering

\*Insert full name of company

For official use

Company number

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1949160
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Name of company

PALANMATE LIMITED

I, HOWARD THOMAS,  
of 70/74 CITY ROAD, LONDON, EC1Y 2DQ.

†Please indicate whether you are a Solicitor of the Supreme Court (or in Scotland 'a Solicitor') engaged in the formation of the company, or a person named as director or secretary of the company in the statement delivered under section 21 of the Companies Act 1976

do solemnly and sincerely declare that I am A PERSON NAMED IN THE STATEMENT  
DELIVERED UNDER SECTION 21 OF THE COMPANIES ACT 1976 AS SECRETARY.  
of PALANMATE LIMITED

and that all the requirements of the Companies Acts 1948 to 1981 in respect of the registration of the said company and of matters precedent and incidental thereto have been complied with.  
And I make this solemn Declaration conscientiously believing the same to be true and by virtue of the provisions of the Statutory Declarations Act 1835

Declared at 11 Breems Buildings  
in the City of London EC4

the 4th day of SEPTEMBER  
One thousand nine hundred and Eighty-five.

before me E. J. Maguire  
A Commissioner for Oaths or Notary Public or Justice of the Peace or Solicitor having the powers conferred on a Commissioner for Oaths

Signature of Declarant

Presentor's name, address and reference (if any):

For official use

New companies section

Post room

194916013

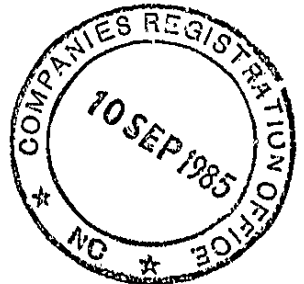
The Companies Act 1985

COMPANY LIMITED BY SHARES

MEMORANDUM OF ASSOCIATION

of

PALANMATE LIMITED



1. The Company's name is "PALANMATE LIMITED".
2. The Company's registered office is to be situated in England and Wales.
3. The Company's objects are:-

(A) To carry on all or any of the businesses of general merchants and traders, manufacturers, assemblers, distributors, importers, exporters, merchants, factors and shippers of and wholesale and retail dealers in goods, wares, produce, products, commodities, fancy goods, handicrafts, and merchandise of every description, to act as agents for and to enter into agreements and arrangements of all kinds on behalf of such persons, firms or companies as may be thought expedient, and to negotiate, assign and mortgage or pledge for cash or otherwise, any such agreements and the payments due thereunder and any property the subject thereof, to carry on all or any of the businesses of mail order specialists, credit and discount traders, cash and carry traders, manufacturers' agents, commission and general agents, brokers, factors, warehousemen, and agents in respect of raw and manufactured goods, of all kinds, and general railway, shipping and forwarding agents and transport contractors; to create, establish, build up, and maintain an organisation for the marketing, selling, retailing, servicing, advertisement, distribution or introduction of the products, merchandise, goods, wares, and commodities dealt in or services rendered by any persons, firms or companies, and to participate in, undertake, perform, and carry out all kinds of commercial, trading and financial operations and all or any of the operations ordinarily performed by import, export and general merchants, factors, shippers, agents, traders, distributors, capitalists, and financiers, either on the Company's own account or otherwise; and to open and establish shops, stalls, stores, markets and depots for the sale, collection and distribution of the goods dealt in by the Company.

9211F

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(B) To carry on any other trade or business whatsoever which can, in the opinion of the Board of Directors, be advantageously carried on by the Company in connection with or as ancillary to any of the above businesses or the general business of the Company, or further any of its objects.

(C) To purchase, take on lease or in exchange, hire or otherwise acquire and hold for any estate or interest any lands, buildings, easements, rights, privileges, concessions, patents, patent rights, licences, secret processes, machinery, plant, stock-in-trade, and any real or personal property of any kind for such consideration and on such terms as may be considered expedient.

(D) To erect, construct, lay down, enlarge, alter and maintain any roads, railways, tramways, sidings, bridges, reservoirs, shops, stores, factories, buildings, works, plant and machinery necessary or convenient for the Company's business, and to contribute to or subsidise the erection, construction and maintenance of any of the above.

(E) To borrow or raise or secure the payment of money for the purposes of or in connection with the Company's business, and for the purposes of or in connection with the borrowing or raising of money by the Company to become a member of any building society.

(F) To mortgage and charge the undertaking and all or any of the real and personal property and assets, present or future, and all or any of the uncalled capital for the time being of the Company, and to issue at par or at a premium or discount, and for such consideration and with and subject to such rights, powers, privileges and conditions as may be thought fit, debentures or debenture stock, either permanent or redeemable or repayable, and collaterally or further to secure any securities of the Company by a trust deed or other assurance.

(G) To issue and deposit any securities which the Company has power to issue by way of mortgage to secure any sum less than the nominal amount of such securities, and also by way of security for the performance of any contracts or obligations of the Company or of its customers or other persons or corporations having dealings with the Company, or in whose businesses or undertakings the Company is interested, whether directly or indirectly.

(H) To receive money on deposit or loan upon such terms as the Company may approve, and to guarantee the obligations and contracts of any person or corporation.

(I) To make advances to customers and others with or without security, and upon such terms as the Company may approve, and generally to act as bankers for any person or corporation.

(J) To grant pensions, allowances, gratuities and bonuses to officers, ex-officers, employees or ex-employees of the Company or its predecessors in business or the dependants or connections of such persons, to establish and maintain or concur in establishing and maintaining trusts, funds or schemes (whether contributory or non-contributory) with a view to providing pensions or other benefits for any such persons as aforesaid, their dependents or connections, and to support or subscribe to any charitable funds or institutions, the support of which may, in the opinion of the Directors, be calculated directly or indirectly to benefit the Company or its employees, and to institute and maintain any club or other establishment or profit-sharing scheme calculated to advance the interests of the Company or its officers or employees.

(K) To draw, make, accept, endorse, negotiate, discount and execute promissory notes, bills of exchange and other negotiable instruments.

(L) To invest and deal with the moneys of the Company not immediately required for the purposes of its business in or upon such investments or securities and in such manner as may from time to time be determined.

(M) To pay for any property or rights acquired by the Company, either in cash or fully or partly paid-up shares, with or without preferred or deferred or special rights or restrictions in respect of dividend, repayment of capital, voting or otherwise, or by any securities which the Company has power to issue, or partly in one mode and partly in another, and generally on such terms as the Company may determine.

(N) To accept payment for any property or rights sold or otherwise disposed of or dealt with by the Company, either in cash, by instalments or otherwise, or in fully or partly paid-up shares of any company or corporation, with or without deferred or preferred or special rights or restrictions in respect of dividend, repayment of capital, voting or otherwise, or in debentures or mortgage debentures or debenture stock, mortgages or other securities of any company or corporation, or partly in one mode and partly in another, and generally on such terms as the Company may determine, and to hold, dispose of or otherwise deal with any shares, stock or securities so acquired.

(O) To enter into any partnership or joint-purse arrangement or arrangement for sharing profits, union of interests or co-operation with any company, firm or person carrying on or proposing to carry on any business within the objects of this Company, and to acquire and hold, sell, deal with or dispose of shares, stock or securities of any such company, and to guarantee the contracts or liabilities of, or the payment of the dividends, interest or capital of any shares, stock or securities of and to subsidise or otherwise assist any such company.

(P) To establish or promote or concur in establishing or promoting any other company whose objects shall include the acquisition and taking over of all or any of the assets and liabilities of this Company or the promotion of which shall be in any manner calculated to advance directly or indirectly the objects or interests of this Company, and to acquire and hold or dispose of shares, stock or securities of and guarantee the payment of the dividends, interest or capital of any shares, stock or securities issued by or any other obligations of any such company.

(Q) To purchase or otherwise acquire and undertake all or any part of the business, property, assets, liabilities and transactions of any person, firm or company carrying on any business which this Company is authorised to carry on.

(R) To sell, improve, manage, develop, turn to account, exchange, let on rent, royalty, share of profits, or otherwise, grant licences, easements and other rights in or over, and in any other manner deal with or dispose of the undertaking and all or any of the property and assets for the time being of the Company for such consideration as the Company may think fit.

(S) To amalgamate with any other company whose objects are or include objects similar to those of this Company, whether by sale or purchase, (for fully or partly paid-up shares or otherwise) of the undertaking, subject to the liabilities of this or any such other company as aforesaid, with or without winding up, or by sale or purchase (for fully or partly paid-up shares or otherwise) of all or a controlling interest in the shares or stock of this or any such other company as aforesaid, or by partnership, or any arrangement of the nature of partnership, or in any other manner.

(T) To distribute among the members in specie any property of the Company, or any proceeds of sale or disposal of any property of the Company, but so that no distribution amounting to a reduction of capital be made except with the sanction (if any) for the time being required by law.

(U) To do all or any of the above things in any part of the world, and either as principals, agents, trustees, contractors or otherwise, and either alone or in conjunction with others, and either by or through agents, trustees, sub-contractors or otherwise.

(V) To do all such other things as are incidental or conducive to the above objects or any of them.

And it is hereby declared that in the construction of this clause the word "company" except where used in reference to the Company shall be deemed to include any person or partnership or other body of persons, whether incorporated or not incorporated, and whether domiciled in Great Britain or elsewhere, and that the objects specified in the different paragraphs of this clause

shall, except where otherwise expressed therein, be in nowise limited by reference to any other paragraph or the name of the Company, but may be carried out in as full and ample a manner and shall be construed in as wide a sense as if each of the said paragraphs defined the objects of a separate, distinct and independent company.

4. The liability of the members is limited.

5. The Company's share capital is £100, divided into 100 shares of £1 each. The shares in the original or any increased capital may be divided into several classes, and there may be attached thereto respectively any preferential, deferred or other special rights, privileges, conditions or restrictions as to dividend, capital, voting or otherwise.

WE, the Subscribers to this Memorandum of Association, wish to be formed into a Company pursuant to this Memorandum; and we agree to take the number of shares shown opposite our respective names.

NAMES AND  
ADDRESSES OF  
SUBSCRIBERS

Number of Shares  
taken by each  
Subscribers

H. THOMAS,  
70/74, City Road,  
London, EC1Y 2DQ.


 ONE

C. MILFORD-COTTAM,  
70/74, City Road,  
London, EC1Y 2DQ.

 ONE

Dated this 4th day of September, 1985.

Witness to the above Signatures:-

  
W.R. PAYNE,  
70/74, City Road,  
London, EC1Y 2DQ.

The Companies Act 1985  
COMPANY LIMITED BY SHARES

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1949160 14

ARTICLES OF ASSOCIATION

of

PALANMATE LIMITED

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PRELIMINARY

1. (a) Subject as hereinafter provided, the regulations contained in Table A in The Companies (Tables A to F) Regulations 1985 (hereinafter referred to as "Table A") shall apply to the Company.

(b) Regulations 8, 64, 76, 77, 94, 95, 96, 97 and 113 of Table A shall not apply to the Company.

(c) In these Articles "the Act" means the Companies Act 1985 and every statutory modification and re-enactment thereof for the time being in force.

2. The Company is a private company and accordingly no invitation or offer shall be made to the public (whether for cash or otherwise) to subscribe for any shares in or debentures of the Company, nor shall the Company allot or agree to allot (whether for cash or otherwise) any shares in or debentures of the Company with a view to all or any of these shares or debentures being offered for sale to the public.

SHARES

3. (a) The Directors may subject to Article 4 hereof allot, grant options over, or otherwise deal with or dispose of any relevant securities (as defined by Section 80(2) of the Act) of the Company to such persons and generally on such terms and conditions as the Directors think proper.

(b) The general authority conferred by paragraph (a) of this Article shall be conditional upon due compliance with Article 4 hereof and shall extend to the amount of the authorised share capital of the Company upon its incorporation. The said authority will expire on the 31st day of August, 1990 unless renewed, varied or revoked by the Company in general meeting in accordance with the said Section 80.



(c) The Directors shall be entitled under the general authority conferred by paragraph (a) of this Article to make at any time before the expiry of such authority any offer or agreement which will or might require relevant securities of the Company to be allotted after the expiry of such authority.

4. (a) Subject to any direction to the contrary that may be given by the Company in general meeting all shares authorised pursuant to Article 3 hereof to be allotted shall be offered to the members in proportion to the existing shares held by them and such offer shall be made by notice in writing specifying the number of the shares to which the member is entitled and limiting a time (being not less than 21 days) within which the offer if not accepted will be deemed to have been declined, and after the expiry of such time or upon receipt of an intimation from the member to whom such notice is given that he declines to accept the shares offered, the Directors may, subject to these Articles, allot or otherwise dispose of the same to such persons and upon such terms as they think most beneficial to the Company. The Directors may in like manner dispose of any such shares as aforesaid which, by reason of the proportion borne by them to the number of persons entitled to any such offer as aforesaid or by reason of any other difficulty in apportioning the same, cannot in the opinion of the Directors be conveniently offered in manner hereinbefore provided.

(b) By virtue of Section 91(1) of the Act, Sections 89(1) and 90(1) to 90(6) inclusive of the Act shall not apply to the Company.

#### LIEN

5. The Company shall have a first and paramount lien on every share (whether or not it is a fully paid share) for all moneys (whether presently payable or not) called or payable at a fixed time in respect of that share and the Company shall also have a first and paramount lien on all shares (whether fully paid or not) standing registered in the name of any member whether solely or one of two or more joint holders for all moneys presently payable by him or his estate to the Company; but the Directors may at any time declare any share to be wholly or in part exempt from the provisions of this Article. The Company's lien (if any) on a share shall extend to all dividends payable thereon.

#### TRANSFER OF SHARES

6. Save as otherwise provided in these Articles, the Directors may, in their absolute discretion and without assigning any reason therefor, decline to register any transfer of any share, whether or not it is a fully paid share. The first sentence of regulation 24 of Table A shall not apply to the Company.

#### MEETINGS

7. In accordance with Section 372(3) of the Act in every notice calling a general meeting of the Company there shall

appear with reasonable prominence a statement that a member entitled to attend and vote is entitled to appoint a proxy to attend and vote instead of him and that a proxy need not be a member of the Company. Regulation 38 of Table A shall be modified accordingly and the second sentence of regulation 59 of Table A shall not apply to the Company.

8. In regulation 41 of Table A there shall be added at the end: "If at any adjourned meeting a quorum is not present within half an hour from the time appointed for the meeting the meeting shall be dissolved".

#### DIRECTORS

9. Unless and until otherwise determined by the Company in General Meeting the number of the Directors shall not be less than one nor more than five. The first Directors of the Company will be the person or persons named in the Statement delivered to the Registrar of Companies in accordance with Section 10 of the Act.

10. If and so long as there shall be one Director only he shall be entitled to exercise all the powers and shall carry out all the duties assigned to Directors and the provisions of these Articles and the regulations of Table A shall be construed accordingly.

11. No person other than a Director retiring by rotation shall be elected a Director at any general meeting unless -

- (i) he is recommended by the Directors; or
- (ii) not less than fourteen nor more than thirty five clear days before the date of the meeting, a notice in writing signed by all member qualified to vote at the meeting has been given to the Company of the intention to propose that person for election, together with a notice in writing signed by that person of his willingness to be elected.

12. A Director shall not be required to hold any share qualification but shall nevertheless be entitled to receive notice of and to attend at all general meetings of the Company and at all separate general meetings of the holders of any class of shares in the capital of the Company.

13. The Company shall not be subject to Section 293 of the Act. Any person may be appointed or elected as a Director, whatever may be his age, and no Director shall be required to vacate his office by reason of his attaining or having attained the age of seventy years or any other age.

#### BORROWING POWERS

14. The Directors may exercise all the powers of the Company to borrow money, and to mortgage or charge its undertaking, property and uncalled capital, or any part thereof, and, subject (in the case of any security convertible into shares) to Section 80 of the Act and Article 3 hereof, to issue debentures, debenture stock, and other securities whether outright or as security for any debt, liability or obligation of the Company or of any third party.

#### POWERS AND DUTIES OF THE DIRECTORS

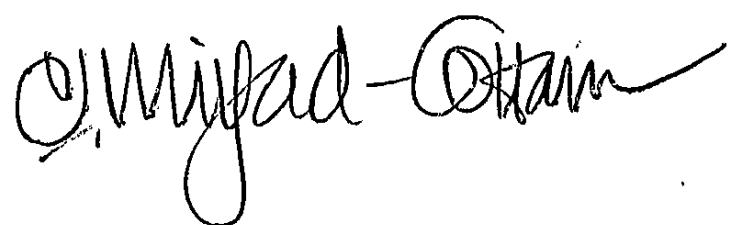
15. A Director may vote in respect of any contract or proposed contract or arrangement in which he is interested, whether directly or indirectly, or upon any matter arising therefrom and he may be counted in the quorum present at any meeting at which any such contract, arrangement or matter is proposed or considered, and if he shall so vote his vote shall be counted.

NAMES AND ADDRESSES OF SUBSCRIBERS

H. THOMAS,  
70/74 City Road,  
London, EC1Y 2DQ.



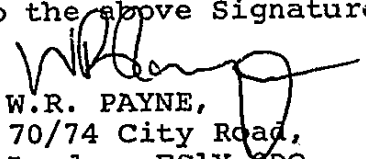
C. MILFORD-COTTAM,  
70/74 City Road,  
London, EC1Y 2DQ.



---

Dated this 4th day of September, 1985.

Witness to the above Signatures:-



W.R. PAYNE,  
70/74 City Road,  
London, EC1Y 2DQ.

**G**

## THE COMPANIES ACTS 1948 TO 1981

**Statement of first directors and  
secretary and intended situation  
of registered office**

Pursuant to sections 21 and 23(2) of the Companies Act 1976

**1**Please do not  
write in this  
binding marginPlease complete  
legibly, preferably  
in black type, or  
bold black lettering\*delete if  
inappropriate

To the Registrar of Companies

For official use

Name of Company

1949160

Limited\*

PALANMATE

The intended situation of the registered office of the company  
on incorporation is as stated below70/74 CITY ROAD,  
LONDON EC1Y 2DQ.If the memorandum is delivered by an agent for the subscribers of  
the memorandum please mark 'X' in the box opposite and insert the  
agent's name and address below**X**

Number of continuation sheets attached (see note 1)

Presentor's name, address and  
reference (if any):For official use  
General section

Post room

The name(s) and particulars of the person who is, or the persons who are, to be the first director or directors of the company (note 2) are as follows:

Please do not write in this binding margin



**Important**  
The particulars to be given are those referred to in section 21(2)(a) of the Companies Act 1976 and section 200(2) of the Companies Act 1948 as amended by section 95 of the Companies Act 1981. Please read the notes on page 4 before completing this part of the form.

†Enter particulars of other directorships held or previously held (see note 5). If this space is insufficient use a continuation sheet.

Name (note 3)	HOWARD THOMAS	Business occupation	REGISTRATION AGENT
Previous name(s) (note 3)		Nationality	BRITISH
Address (note 4)	70/74 CITY ROAD, LONDON EC1Y 2DQ.	Date of birth (where applicable) (note 6)	
Other directorships†			
NONE			
I hereby consent to act as director of the company named on page 1			
Signature		Date 4.9.85	

Name (note 3)	CATHERINE MILFORD-COTTAM	Business occupation	REGISTRATION AGENT
Previous name(s) (note 3)		Nationality	BRITISH
Address (note 4)	70/74 CITY ROAD, LONDON EC1Y 2DQ.	Date of birth (where applicable) (note 6)	
Other directorships†			
NONE			
I hereby consent to act as director of the company named on page 1			
Signature		Date 4.9.85	

Name (note 3)		Business occupation	
Previous name(s) (note 3)		Nationality	
Address (note 4)		Date of birth (where applicable) (note 6)	
Other directorships†			
I hereby consent to act as director of the company named on page 1			
Signature		Date	

Please do not  
write in this  
binding margin



**Important**

The particulars to  
be given are those  
referred to in  
section 21(2)(b) of  
the Companies Act  
1976 and section  
200(3) of the  
Companies Act  
1948. Please read  
the notes on  
page 4 before  
completing this  
part of the form.

The name(s) and particulars of the person who is, or the persons who are,  
to be the first secretary, or joint secretaries, of the company are as follows:


Name (notes 3 & 7)	
HOWARD THOMAS	
Previous name(s) (note 3)	
Address (notes 4 & 7)	
70/74 CITY ROAD,	
LONDON EC1Y 2DQ.	
I hereby consent to act as secretary of the company named on page 1	
Signature	Date 4.9.85


Name (notes 3 & 7)	
Previous name(s) (note 3)	
Address (notes 4 & 7)	
I hereby consent to act as secretary of the company named on page 1	
Signature	Date

\*as required by  
section 21(3) of  
the Companies  
Act 1976

Signed by or on behalf of the subscribers of the memorandum\*

†delete as  
appropriate

Signature  [Subscriber] [Agent]† Date 4.9.85

Signature  [Subscriber] [Agent]† Date 4.9.85

# FILE COPY



## CERTIFICATE OF INCORPORATION OF A PRIVATE LIMITED COMPANY

No. 1949160

I hereby certify that

PALANMATE LIMITED

is this day incorporated under the Companies Act 1985 as a  
private company and that the Company is limited.

Given under my hand at the Companies Registration Office,  
Cardiff the

23RD SEPTEMBER 1985

A handwritten signature in cursive script, appearing to read 'C. Israel'.

MRS. C. ISRAEL

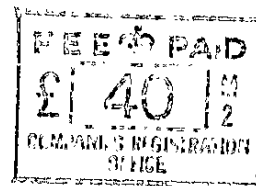
an authorised officer



Company Number: 1949160 /a

COMPANIES ACT 1985

COMPANY LIMITED BY SHARES



\_\_\_\_\_  
SPECIAL RESOLUTION  
\_\_\_\_\_

- of -

PALANMATE LIMITED



\_\_\_\_\_  
Passed 18 September 1986  
\_\_\_\_\_

At an Extraordinary General Meeting of the above-named Company duly convened and held on 18<sup>th</sup> September 1986 the following Resolution was duly passed as a Special Resolution:-

SPECIAL RESOLUTION

"That the name of the Company be changed to "RIGHT ASSOCIATES EMPLOYMENT LIMITED".

.....  
Chairman of the Meeting



Handwritten: 102238

# FILE COPY



## CERTIFICATE OF INCORPORATION ON CHANGE OF NAME

No. 1949160 / 10

I hereby certify that

PALANMATE LIMITED

having by special resolution changed its name, is now

incorporated under the name of

RIGHT ASSOCIATES EMPLOYMENT LIMITED

Given under my hand at the Companies Registration Office,  
Cardiff the

1ST OCTOBER 1986

A handwritten signature in black ink, appearing to read 'Gary Chilvers'.

GARY CHILVERS /

an authorised officer

1  
6

Company Number: 1949160

COMPANIES ACT 1985

COMPANY LIMITED BY SHARES

\_\_\_\_\_  
SPECIAL RESOLUTION  
\_\_\_\_\_

-of-

PALANMATE LIMITED

Passed 4th August 1986

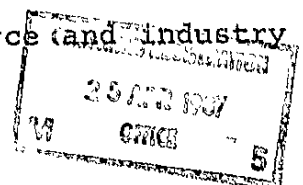
At an EXTRAORDINARY GENERAL MEETING of the above-named Company duly convened and held on 4th August 1986 the following Resolution was duly passed as a Special Resolution:-

SPECIAL RESOLUTION

1. THAT the Memorandum of Association of the Company be amended by the substitution of the following Clause in place of the existing Clause 3(A):-

"(A) (i) To establish, maintain and carry on the business of an employment agency and to procure the introduction and supply of management, partners (where appropriate), staff, personnel and employees of all descriptions whatsoever whether on a long term or temporary basis or to any company, firm, organisation or employer.

(ii) To carry on the business of advisers and consultants to governments, business, commerce and industry





# G

COMPANIES FORM No. 123

## Notice of increase in nominal capital

# 123

Please do not  
write in  
this margin

Pursuant to section 123 of the Companies Act 1985

Please complete  
legibly, preferably  
in black type, or  
bold block lettering

To the Registrar of Companies

For official use

Company number

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1949160
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Name of company

* RIGHT ASSOCIATES (EMPLOYMENT) LTD
-------------------------------------

\* insert full name  
of company

gives notice in accordance with section 123 of the above Act that by resolution of the company dated 12th JUNE 1989 the nominal capital of the company has been increased by £ 19900 beyond the registered capital of £ 100.

A copy of the resolution authorising the increase is attached.†

‡ the copy must be  
printed or in some  
other form approved  
by the registrar

The conditions (eg. voting rights, dividend rights, winding-up rights etc.) subject to which the new shares have been or are to be issued are as follow:

Issue of 19900 ordinary shares of £1 each  
to rank pari passu with the existing  
ordinary shares of the company.

Please tick here if  
continued overleaf

--

† delete as  
appropriate

Signed



[Director][Secretary]† Date 12.6.89

PRINTED AND SUPPLIED BY

**Jordans**

JORDAN & SONS LIMITED  
JORDAN HOUSE  
BRUNSWICK PLACE  
LONDON N1 6EE  
TELEPHONE 01 253 3030  
TELEX 261010



Presenter's name address and  
reference (if any):

For official Use  
General Section

Post room

CONFIRMED
- 4 JUL 1989
M 29

1949160

24

RIGHT ASSOCIATES (EMPLOYMENT) LIMITED

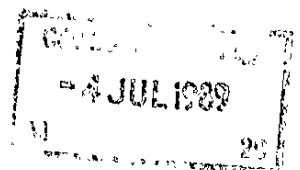
Minutes of the Extraordinary General Meeting of the members of the company held at 1-6, City Buildings, Commercial Road, Portsmouth on the 12th day of .....JUNE..... 1989.

Present: Mr. David Pike.

It was resolved to pass the ordinary resolution, increasing the authorized share capital of the company from 100 ordinary shares of £1 each to 20,000 ordinary shares of £1 each.

Chairman.

*D. Pike*



1949160

Our ref P0637A/R/GPF/WP

Mr D Pike  
Right Associates Employment Ltd  
1/6 City Buildings  
Commercial Road  
PORTSMOUTH  
Hampshire

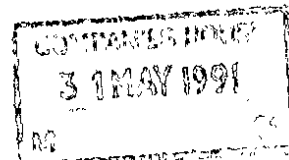
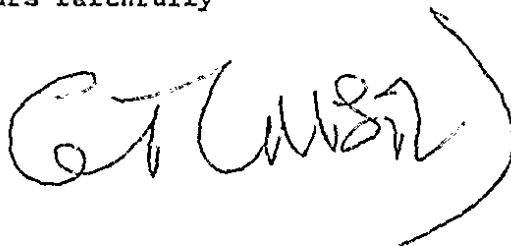
15 May 1991

Dear Sir

In accordance with the Companies Act 1985, Section 392, we wish to inform you of our intention to resign as auditors of Right Associates Employment Limited with immediate effect.

In our opinion there are no circumstances connected with our ceasing to hold office which we consider should be brought to the notice of the members or creditors of the company. We shall deposit a copy of this notice with the Registrar of Companies within twenty one days.

Yours faithfully





## Halpern and Woolf Chartered Accountants

S R Waller BA ACA    C S Russell FCA  
A M Cole FCA ATT    R D Pearson FCA  
David Halpern FCA    N D Ware FCA  
Consultants: P G Down FCA J R A Reid FCA

Halpern House  
1 - 2 Hampshire Terrace Portsmouth PO1 2QF  
Tel: (0705) 812621 Fax: (0705) 839659

Our ref: SW/SB/516701.1

22nd May 1992

D. Pike Esq.,  
Right Associates Employment Limited,  
1/6 City Buildings,  
Commercial Road,  
Portsmouth,  
PO1 4BD

~~194460~~  
1949160

Dear Mr. Pike,

RIGHT ASSOCIATES EMPLOYMENT LIMITED

Further to your instructions, we hereby formally resign as auditors to the company with effect from today's date.

There are no circumstances connected with our resignation which we consider should be brought to the notice of the members or the creditors of the company.

Yours sincerely,

*Halpern and Woolf*

